

PLAYERS WELFARE SIX-POINT PLAN

CARE FOR PLAYERS & FORMER PLAYERS

- ENSURE THAT CURRENT PLAYERS HAVE THE HIGHEST STANDARDS OF CARE POSSIBLE
- PROVIDE FORMER PLAYERS WITH A TRUSTED ENVIRONMENT TO SUPPORT ANY MENTAL OR PHYSICAL HEALTH CHALLENGES.

GAME DELIVERY LED BY EVIDENCE

- INVEST IN SCIENCE & RESEARCH TO EFFECTIVELY REGULATE AND DEVELOP THE GAME
- UTILISE EVIDENCE-BASED INTERVENTIONS IN LAWS, REGULATIONS AND CAUBRATION SESSIONS
- USE CUTTING EDGE TECHNOLOGY TO SUPPORT PLAYERS AND RAISE PERFORMANCE STANDARDS

EVOLUTION OF THE GAME THROUGH CONSULTATION, REGULATION & MONITORING

- ANALYSE THE GAME THROUGH SAFETY A SPECTACLE METRICS
- DRIVE CHANGE THROUGH DEDICATED & SPECIFIC SHAPE OF THE GAHE MEETINGS, SPECIALIST WORKING GROUPS AND LAW TRIALS WHICH HEFLECT
- THE DIVERSE FORMATS OF THE GAME
- . DEVELOP A GLOBAL ANALYSIS PROGRAMME TO SUPPORT THE GAME
- . IMPLEMENT LAWS AND REGULATIONS WHICH SAFEGUARD PLAYER WELFARE

WOMEN'S SPECIFIC INTERVENTIONS

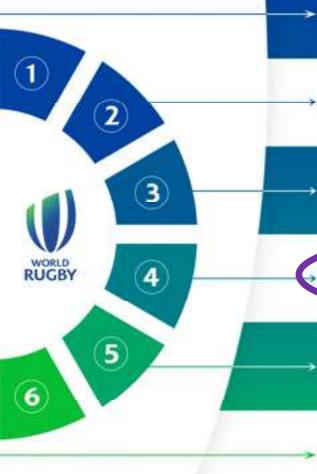
- . ENSURE EQUITABLE RESEARCH FUNDING BETWEEN THE HEN'S AND WOMEN'S QAHE
- . FILTER RESEARCH OUTCOMES VIA A DEDICATED WOMEN'S WELFARE GROUP
- PROMOTE WOMEN'S SPECIFIC INTERVENTIONS

EDUCATION & COMPLIANCE SUPPORT

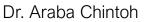
- PROVIDE WORLD-CLASS TRAINING & EDUCATION TOOLS TO SUPPORT RUSBY'S VARIED STAKEHOLDER GROUPS
- . TRACK COMPLIANCE TO ENSURE INJURY PREVENTION & MANAGEMENT PROVISION IS APPROPRIATE
- · HANGE COMPLIANCE WITH WELFARE REQUIREMENTS:

FOSTERING A CULTURE OF WELFARE WITHIN THE GAME

- CONSISTENTLY ENGAGE WITH STAKEHOLDERS VIA CONFERENCES AND REGULAR MEETINGS.
- PROVIDE DEDICATED TOUCHPOINTS TO TEST THE IMPACT OF PLAYER WELFARE & RUGBY SERVICE INITIATIVES
- SUPPORT PHYSICAL & MENSAL HEALTH SERVICES FOR MATCH OFFICIALS
- USE THE BIGGEST PLATFORMS IN BUSBY TO FOSTER A CULTURE OF WELFARE FROM COMMUNITY TO ELITE RUGBY, ACROSS ALL FORMATS OF THE GAME.









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Meeting	Action	Deadline	Owner	RAG Status
1: 15.11.2021	Agree ToR	15.11.2022	МН	
	Meet quarterly in 2022	Ongoing	мн	
	WPWWG acting as leaders & advocates for evidence-based approach	Ongoing	All	
	Develop a centralized resource hub	Ongoing	AStJ & RB	
2: 23.2.2022	Circulate minutes, presentations & action lists	Ongoing	MH/ DK	
	WPWWG to feed in any good contacts for AS to reach out to	3.2.2022	AS	
	Share thoughts on research priority matrix to MW within a week	3.2.2022	MW	
3: 25.5.2022				
4: 5.10.2022				
	Launch women's specific Tackle ready modules	Q3 2023	AS/ JP	
	WPW WG to provide short reports/ updates to Women's Advisory committee and Women's HP RYC	Ongoing	AC/ MH	
5. 31.7.23	Support mandating of IMG's	WXV initially	EF	
	More time for next meeting		МН	
6. 8.10.23	WPWWG to provide editorial support for Women's specific resources prior to publication		DS	

ACTIONS TRACKER – ONGOING 1

/leeting	Action	Deadline	Owner	RAG Status
: 15.11.2021	Further research into concussion & age issues	Ongoing	AS/ RT	
: 23.2.2022				
: 25.5.2022	Circulate research matrix and seek further guidance		RT	
	Player mental health resources		RB/ MW/ NP	
: 5.10.2022	Project accelerate and identification of which Unions to support	Ongoing	MW/SH	
	Reach out to Comms team to establish strategy for player mental health resources			
. 31.7.2023	Support Women's SoG recommendations	Ongoing	MH/ EF	
	Influence Sci-Comm priorities for Women's Rugby	Ongoing	AC	
5. 8.10.23	Organize symposium of women's collision sports		SH	
	Women's specific research questions for annual funding call		RT	
. 21.10.24	WR to provide more support for parties with an interest in women's rugby research who to date have submitted poor quality plans		RT	
	WPWWG to review the women's health resources and provide feedback	Jan 25	DS	
4	Liaise with legal re: specific women's safeguarding statement on WR site		AC	
20 m	The life use of a sub-elite HIA in PMC warm-up matches	lune 25	FF	

ACTIONS TRACKER - ONGOING 2

eting	Action	Deadline	Owner	RAG Status
1.10.24	Connect work of WPW WG to virtual business unit and other groups	June 25	LS/ SH	
	Translate more resources into Asian languages	Ongoing	DS	
	Connect with WR Participation team for models of good practise	Ongoing	RC/ MH	
.6.2025	Evolve women's Welfare strategy and role of WPWWG within it	End 25	LS	
	Size 4.5 trials and next steps	Aug 25	мн	
15.9.2025				
				41
				WORLD
4				RUGBY

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Performance Factor 2

Mental Health & Wellness



Features of sub-optimal mental wellness environments:

- Seeking help is seen as a weakness placing selection at risk.
- Psychologically unsafe.
- Financial, family, study, employment and living concerns impact mental wellness.
- Extended time away from loved ones with little or no contact.
- Feedback is non-specific or not provided. It either avoids uncomfortable conversations or is overly critical.
- Team culture and relationships are not prioritized.

When it doesn't...

(Lack of) "Mental health care and the sense of loneliness of appearing in 0 matches."

"More sessions to help people deal with emotions."

"Being growled at constantly with off field stuff which have led me to depression."

"Family travel/career arrangements particularly for player mothers."

"Being scared to make your voice heard."

"Fear seeking help will affect their selection."

Heather Lewis
Elite Athlete Lifestyle
Advisor
Principal, Heather
Naomi Lewis
Consultancy
Sport Program Lead.





Care	Omgee	Cuidado	Qarauna	Cuidado	Tausiga
Clarity	Duidelikheid	Claridad	Matata	Clareza	Manino
Communication	Kommunikasie	Comunicación	Veitaratara	Comunicação	Fesoota'iga
Culture	Kultuur	Cultura	iTovo Vakavanua	Cultura	Aganuu
Consistency	Wees konsekwent	Consistente	Tudei	Consistência	Faaauau Pea
Character	Karakter	Carácter	iTovo	Personagem	Uiga
Compassion	Deernis	Compasión	Yalololoma	Compaixão	Agaalofa

Tito Mafikuyomi Undergraduate summer research student University of Calgary







THE MATHISON CENTRE FOR MENTAL HEALTH RESEARCH & EDUCATION





WOMEN'S R U G B Y

PLAYERS HUB



Jessica Collombin

World Rugby

Women's Team

Projects Coordinator



TJ Va'a
International Rugby Players
Project Lead:
Women's Rugby Players Hub











MENTAL HEALTH: PREPARING FOR RWC 2025



To note: there will also be an adjusted version of this module for 7s and non-RWC 2025 players 'Mental Health: Preparing for Major Events'



Emotions During Challenging Times?









How to access the Women's Rugby Players Hub

Option 1

Enter the URL on any device



https://womensrugby.learnupon.com

Option 2

Scan the QR code



Option 3

Download the LearnUpon app



- Download the 'LearnUpon' app from the App Store (iOS devices) or Google Play (Android devices).
- After downloading, open the app and enter womensrugby[.learnupon.com] as the portal name, then select 'Continue'.

Mental Health Workshops

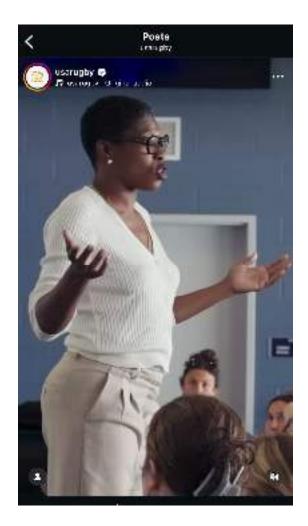
Carol Isherwood

Mike Chu





Anne Grumelard











Jenn Cusick Luminate Wellness



Toni Koshowski Undergraduate Research Student UCalgary









PEER SUPPORT @ RWC25

WHO: Ex-internationals with lived experience

and who have been in your boots. Trained in peer support skills and ready and AVAILABLE to talk to you.

WHAT: CONFIDENTIAL conversations

for whatever you need to talk about

Common reasons to connect



- o Feeling homesick
- o Dealing with injury
- Struggling with your mental health
- Navigating conflict with players/staff
- O Questioning your identity beyond RWC
- Just need to talk to someone who "gets it"

WHERE: Watch your Peer Supporter's video

and contact them via WhatsApp.

Your peer supporters will get back to

you and plan a good time to talk.

WHY: Because sometimes it helps to talk to someone outside the team environment.

HOW: Your Managers & Medics have the contact info or send a message to:

playerwelfare@worldrugby.org

RWC 2025 SUPPORTING PLAYERS & STAFF IN NEED



Spot the signs: Changes in facus, energy or personal interactions on and off the field.

Trust your instincts. Pressure in a high-performance setting can lead to misinterpretation of someone's struggles. If it leets off icheasin.

POSSIBLE INDICATORS OF DISTRESS IN A HIGH-PERFORMANCE SETTING

LOSSIBLE INDICA	ATORS OF DISTRESS IN A HIGH	-PERFORMANCE SEITING
	PLAYERS	MANAGEMENT
EMOTIONAL	Requert emotional outbursts during bining or our pellions.	Increased conflicts with all tieles, staff, or officials
PHYSICAL	Injury symp om exaggeration or over-protection.	Reglect of personal health (e.g., skipping meals talcohol).
BEHAVIOURAL	Withdrawol from teammates or ream potitities.	Unwillingness to adopt despite alear signs of private astress.
PERFORMANCE	Uncharacteristic decline in parformence during training or competition.	Efficity mentaring face on nemotign proteins and/or managing responsibilities effectively.

"You seem down lately and really preoccupied. Is everything airight?



Be specific: Comment on the specific working behaviour

Express empathy: It's okey to ask and snow you care.

1. REACH OUT

"If it's ok with you, we can work together to schedule an appointment."



3. REFER

Provide pathways: Share resources (overled) or suggest professional help. U Tze your Players' Association &/or union Chief Macinal Officer.

os oppresentate.

"I respect your choice and I'm here whenever you do feel ready to talk about it." Honour their choice:

"It seems like you are under a lot of

pressure. Do you want to tell me more?



2. REASSURE

they are not recay to engage with resources or acception?! Manage your energy: Self-care is key to

supporting others.

Support them even if

Listen: Asknowledge

emotions by listening

Be a light: offer hope

and specific steps to

questions to understand

actively and asking

heir experience.

support from.

4. RESPECT

If there is a direct or inchest reference to suicide, a threat to ethers or abute elatiose rendering the person

RESOURCES FOR ONLINE MENTAL HEALTH INFORMATION



RWC Preparation: https://www.nersugby.komupon.com/

Self-Care & Self-Help: https://www.ce.houth.wa.gov.au-Poscarcest.co.king.after Yourself.

Training & Education: https://www.neuronecontent.co.king.gov.au-Poscarcest.co.king.g

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nealth resource for tourn about of

intides/horse port world rugby/ssafegyanding/

RESOURCES RELATED TO YOUR ORGANIZATION(S)



RUGBY

World Ragby:

https://www.world.ruggy/organisation/povernance/scregueroing*
freporting harassment or abose

international Olympic Committee

Also consider Bayars' Associations, amployee assistance programs occuped one the university health programs. National Dympie Committee

RESOURCES FOR GENERAL WELLNESS & STRESS MANAGEMENT



Peer Support @ RWC: Former Internationals trained to support players & staff

World Rugby Online Protection Service with Signify Al (Opr'l delete abusive posts or your and at media, take a screamand and report it to World Rugby)

Also consider the team lead for mental health idnestles religious community, of solarist and/or pastural date. Itiends and family, documenting chricis.

RESOURCES FOR WORSENING MENTAL HEALTH



https://biog.opencocneeling.com/suicide-hotines/

Team Managar, Team doctor, Chief Medical Officer

Also consider Team Lead for mental health, mental health referrel programs psychorherspy services symptom-specific support groups (e.g. A consider Analytiques), mental-pastia charties (e.g. Samertans), health captres



RESOURCES FOR SOMEONE IN CRISIS

"Suicidal thoughts are a serious and potentially fatal health issue."

Team Manager, Team doctor, Chief Medical Officer
Local emergency numbers e.g. 859, 011, 919, non-emergency numbers e.g.
111, 311; sure de hotlines, ons a outreach sean, Team Lead for Mental Health



MEET THE TEAM



DOM RUMBLESChief Communications Officer
World Rugby



DORIAN GRIMAUD

Senior Communications

Manager

World Rugby



EMMA MARSHALL

Communications Manager,

Women

World Rugby



ALICE MACFARLANE

Communications Manager

2025 LOC



